

## Features with Budgets\* above \$14.0M CAD

**Fringe Rates Applicable to:**

Master Agreement: Article 8.02 High Budget Feature Films

\* Budget defined in Articles 2.03 and S1.02

Section	Category	Allocation Structure	Union Affiliation		
			IA 891	TEAM 155	ICG 669
A:	Paid Hours	Straight-time, Overtime and Overscale	<b>Paid to Crew</b>		
	Turnaround	Dollars for Turnaround penalty			
	Meal Penalty	Dollars for Meal Penalty time			
B:	Statutory Holiday Pay	Percentage of the total of Section A	<b>3.0% Paid to Crew</b>		
C:	Vacation Pay	Percentage of the total of Section A	<b>4% Paid to Crew</b>		
D:	Pension	Percentage of the total of Section A	7.5% paid to Crew or Union**	6.5% paid to Pension Plan	9.5% paid to Union
E:	Health and Benefits	Percentage of the total of Section A	6% paid to Union	7.5% paid to Health Plan	4% paid to Union
F:	Total Fringe Allocation	<b>The sum of Sections B + C + D + E</b>	<b>20.50%</b>	<b>21.00%</b>	<b>20.50%</b>
G:	Supplemental Health Benefits	Flat contribution per day	\$12.00 to Union	\$12.00 to Health Plan	\$12.00 to Union
H:	Training Society Contribution	Flat contribution per hour worked to applicable maximums	<b>\$0.05 Paid to BCMPTS</b>		
I:	Union Dues	Union percentage (explanation below)	2% to Union	2% to Union	2% to Union

**Training Society Contribution Maximums:** \$10,000 per Feature.

**IATSE 891 Union Dues:** 2% calculated on the sum of sections A (including overscale earnings) + B + C + D.

\*\* Note for Section D: Payroll Companies segregate based upon plan participation.

**Teamsters 155 Union Dues:** 2% calculated on gross pay (gross pay = Section A + B + C) for an individual employee and on gross fee (gross fee = Section A + B + C) paid to a Loan-Out Company.

**ICG 669 Union Dues:** 2% calculated on the sum of sections A + B + C + D.